



FACULTY & STAFF ASSOCIATION
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NEWSLETTER

DECEMBER, 1986.

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from the editor. . .

'Twas the Night before the Provincial Election 1986

'Twas the night before the election and all through the house
Not a creature was employed, not even my spouse.

The Longshoremen, the Grainhandlers and the IWA
Had all hit the bricks for work standards and pay.

The government knew not what to do there
And meanwhile the farmers tore out their hair.

When out in B.C. there arose such a clatter!
We ran to our TVs to see what else was the matter?

What before our wondering eyes should appear
But Bill Vander Zalm in election gear!

His eyes - how they twinkled!
His dimples - how merry!
His promises like roses
His statements so airy!

He was charming and handsome (his new jolly self)
But I remembered his past in spite of himself.

A wink of his eye and a twist of his head
Soon gave me to fear I had plenty to dread.

He spoke hardly a word but promised us work
I wondered would it help to vote for this jerk?

These questions I pondered and they filled up my head
As I walked to the Food Bank to get us some bread.

Meanwhile he campaigned and shook every hand
And Lily was there with her lucky headband.

He sprang to the podium and said with a smile,
"Things will be better after awhile -
Just shut your mind
And close your eyes
And I'll give you
A BIG SURPRISE!"

- by Margie Wally, New Directions, December 1986/January 1987

[illegible]

The President's Report

The extraordinary general meeting of Nov. 26/86 passed a motion which requires the Union to pay a portion (62.9%) of the \$5.25 staff strike fund levy. This means that the Union will pay, from its savings, \$3.30 per month for every full-time staff member. Since there are 83 FTE staff members, this will reduce the Union's savings by \$273.90 per month. A total of \$2191.20 will be deducted during the next eight months. Considering the staff deduction of \$3.30 /month and the faculty deduction of \$18.25 /month, an amount equal to \$20,003.20 will be deducted from the Union's bank accounts during the next eight months. Since this depletion of our savings must not, and can not continue indefinitely a small increase in dues may be requested at the next AGM.

The Union has appointed Gloria Wolfson and Maureen McNie to a management committee looking into the reorganization of the College's food services. If anyone has a concern about the food at the College, please contact the above members.

The Capilano College Faculty Association has written the FSA thanking us for our support in its picket line, and for our telegram that expressed our support for its fight to maintain the quality of education at Capilano College.

The Union has authorized that five cheques of one hundred dollars each be sent to each of the local foodbanks. This donation is made on your behalf, however I am sure that any individual financial support that we can give would be appreciated as well. I would urge each of us to do what we can to help the needy of our communities, especially at this time of year when the need is felt more keenly.

This is my last report for the year of 1986. On behalf of the Executive, I would like to take this opportunity to wish you all a merry Christmas, a happy New Year, and a safe holiday.

George McGuire
President
FSA

FROM THE CONTRACT CHAIR...

In January I will be sending the formal letter to the Board signalling the Association's desire to open negotiations. Salary schedules are on the agenda. Last year you readily sent suggestions for changes in the contract; this year I would like to get as many suggestions as occur to you on salaries. "Get everything you can" isn't as helpful to the committee as specific suggestions of how much and in what form. I would like to see the bottom two steps disappear from the faculty salary schedule and the provisional scale disappear altogether. There shouldn't even be the potential for fifteen increments' difference between people doing the same work. I am assuming that you would all like to see a percentage lift this year - a sort of post-expo bonus.

I am also collecting and filing suggestions for next year's negotiator, who must undertake the entire contract. Maureen McNie gets the prize for submitting the earliest suggestions - October, I think it was. I am particularly interested in some ideas whereby we can get more money into the educational leave fund. With a stable and aging workforce, it's essential that we renew our resources - ourselves. The reality of only one faculty and one staff person per year getting partial funding is pretty depressing.

Members of IWAC inform me that only about 45 percent of faculty have returned the 'time spent marking' surveys - including very few vocational faculty. Are they to assume that those who haven't returned them spent no time marking and consulting with students outside class? Meanwhile, at East Kootenay College, negotiators are fighting the introduction of an eleventh course and the change from a limitation of three preps to four per term. It's a kind of never-ending madness once it starts. Of course, this is the same enlightened college board that tried to deny Ann Edwards political leave after the provincial election. I harbour a guarded optimism that our college will produce the most sane system for reporting workloads in the province. But everyone needs to participate in this.

Virginia Cooke

THE JCAC REPORT...

by Richard Heyman

- AT A CROSSROADS

The classification system at FVC was first introduced to this institution in 1977. At that time, existing staff positions were analyzed, interviews with incumbents were arranged and subsequently positions were classified and placed on a pay scale using the process as set up by Peat Marwick and Co.

As the years went by and the College grew, especially in student population, so, naturally, did the amount and quality of work. Classifications to positions continued with everyone pitching in and soon the College became a large family; we all put out for the good of the whole. This enthusiasm went on for many years with everyone feeling that with the increase in work coming in and the increase in work being done that eventually a recognition by the College would formulate itself into a form of equal pay for equal work.

Generally, in the early years, our job classification system (and the College) recognized these qualitative and quantitative changes to staff positions. Some even received pay increases as a result of the changes in their workload.

However, since its inception there has been no substantial changes in the classification procedure with the exception of a small addition which was tacked on later in order to help compensate for the low rate of pay given to the janitors and other maintenance employees at this College. However, even with this so-called "compensation addition", many received no additional salary; the only recognition they got was in the form of additional points.

It is now 1986 - almost 1987. Most staff positions at FVC are now at least 10 years old. In many of these positions, the incumbent has been doing the duties since the job was first created. The growth that has taken place in that decade has taken place as much by the person in the job as it has by Management. Employees have been taking on more and more responsibility and the employer has been tacitly (at least) allowing this to happen.

Situations are now occurring where the employee is actually taking on responsibilities which should be reserved for the employer - or which should clearly be done at a higher rate of pay.

Too often, due to the limitations of our classification system, no room is allowed for staff to receive a reclassification to a new pay group. With the situation in this present

JCAC Report (Contd.)

state, it is obvious what must happen. The Job Classification System has to be restructured. After almost 10 years with the present classification system, it has come to the end of its usefulness. Many positions are stuck at their present level due to our system of classifying that does not allow for the recognition of volume of work and the responsibility especially as it applies to the senior staff positions.

However, there is also no ruling that would prevent Management at this College from reclassifying those positions which are clearly responsible for doing this quantity and quality of work. If the employer wished to, he/she could give the position the extra points in order to fairly classify an employee.

This is not occurring, unfortunately. Job descriptions are not reflecting this increase in workload and so there is only one thing left to do. We must conform to our job descriptions and not to the responsibilities that are indirectly being given to us. If we continue to do this extra work "free of charge", we will never see the end of it. It will not diminish or get fair recognition just because we want it to.

Therefore, until such time as the classification system is brought up to date to reflect these added responsibilities, work which is over and above what is written into positions should not be done. I realize this is sometimes a fairly large task--perhaps harder to do than the work itself. Where this becomes impossible, where the work won't get done any other way, keep a record of the tasks performed, as they happen, for future reference. Collect job descriptions from colleagues in other institutions as a comparison to be made to your position. If we work on this problem from all ends, including replacing the classification system with a more realistic one, then, perhaps, we will be able to be recognized fairly for a job well done.

Richard Heyman

REPORT FROM THE GRIEVANCE CHAIR...

My orange notebook is filling up. The files on disputes are taking over my quarters. There are a few people left who believe that grievance chairpersons often dupe a happy and compliant workforce into filing grievances it doesn't want, at prices it can't afford. There will always be a few who believe that Nixon was framed. Labour-management relations are growing tenser for specific reasons: the permanent character of "restraint", mounting workloads, and the very human reaction against being taken for granted. The earmarks of a work-to-the-job description attitude are real. The executive makes no decree on this point. You will decide that in a virtually autonomous fashion. It should be pointed out that if you are assigned a duty or feel you are encouraged to perform one that is arguably outside your job description, you should do it, excepting tasks contravening health, safety and legal standards. You may then ask your shop steward or grievance chair to grieve the order. Executive members take the initiative in some respects, but on this specific issue of defining and controlling the work you are clearly in the forefront. This matter will be discussed in the December executive's strategy session.

On a separate point: Beryl Frederickson, otherwise known as Fraser Valley college in Hope, announces her retirement. Beryl is one of the originals, at the top of the staff component. For over 40 years Beryl has been a community-oriented worker and educator, well known for her refreshing, salt-of-the-earth approach. A fine record, Beryl.

Bob Smith

Brief Minutes

Executive Meeting of November 5, 1986

Principal's Report

Ron Sweeny is a new appointee to the College Board. The Board is working on the FSA proposal on areas for cooperation.

The College has submitted Excellence Fund requests for: (i) substantial increase for basic operations, (ii) equipment replacement, (iii) library acquisitions. If we do not receive funds for (i), we are in deep trouble.

David Cole has been hired by the College to explore possibility of raising funds for student aid, gymnasium, literacy and agriculture programmes, library resources.

Administration suggests that Board and FSA negotiating teams learn a negotiations method together.

Communications is working on obtaining B.C. Federation of Labour materials, writing press release for Colleges and Institutes week, producing November newsletter.

Grievance is working on a classification grievance, discussing Canada Job Strategy with Susan Witter, overuse of part-time faculty.

The new staff representative on JCAC is Joanne Higgs.

Joint Professional Development Committee chair is on the CIEA PD Committee and will appoint one more representative, will be involved in evaluating PD Facilitator and the position.

Contract Chair reported on Capilano strike, mandatory retirement grievance at Douglas, section 34 grievances at other colleges over Enterprise Centres, and may attend a collective bargaining seminar with Barry Bompas.

Staff Vice-President reported that the self-study is taking a large part of her time, ballots have been distributed to staff about talking to representatives of other unions, staff meeting in Chilliwack in late November or early December.

Faculty Vice-President reported objections to proposed CAC policy on Employment of Relatives, Sexual Harassment, Smoking.

President's Report

Moved and passed to send our CIEA monies for the next six months - \$13,359 - be sent to CIEA in anticipation of Capilano's needs.

Maureen McNie moved and it was passed that a special General Meeting be held to discuss staff dues for CIEA strike fund.

Executive met with Colin Ridgwell and his self-study Governance committee on November 19 to discuss governance, administration, and decision making.

Extraordinary General Meeting of November 26, 1986

29 members in attendance.

Moved that \$3.30/ month of the staff strike fund levy of \$5.25/month be paid from the the union's savings.

Rationale: faculty pay \$10.75/month and union pays \$18.25/month from its savings for every faculty FTE to belong to CIEA. Since union pays 62.9% of faculty assessment for CIEA, it should pay 62.9% of staff assessment.

Discussion

Staff benefit from CIEA about as much as faculty but do not pay any dues (as opposed to strike fund payments) to CIEA. The FSA, not individual FSA members, belongs to CIEA.

Staff pay 62% administration charge to CIEA.

Faculty assessments for CIEA are about 1.9% of a faculty salary. Staff pay about 1.35% and faculty about 1.32% through direct payroll deductions.

Motion only covers current fiscal year. Total cost to union savings is \$2,163.76.

MOTION PASSED, 55 for, 6 against.

Executive Meeting of December 3, 1986

Correspondence

Letter from Co-op Radio requesting FSA membership.

Executive rejected request from John Dennison of UBC Faculty of Higher Education to receive the FSA Newsletter.

Part-time Faculty

John Waters and Tom Beardsley from CIEA attended and distributed information on organizing part-timers.

Questions were raised about organizing part-time faculty: impact on salary scale, canvassing part-timers, approaching management, number of part-timers, opinion of FSA members, experience at other colleges.

Contract Chair

There are now three staff and two faculty. More faculty are needed.

An invitation will soon be extended to management for preliminary meetings.

We need to decide our priorities - provincial mean?

East Kootenay College is facing demands for an 11th course where an instructor has low enrollments and 4 preps instead of 3.

Some Boards are refusing to pay retroactive compensation - new pay scales take effect when the contract is signed.

Camosun College is by-passing negotiations and going directly to arbitration.

Communications

Moved and passed that the FSA donate \$100 to each of the local food banks in Abbotsford, Mission, Agassiz, Hope, Chilliwack.

Grievance

Meeting with Dean of Instruction about part-time faculty. The Dean has promised to create some regular positions by April 1, e.g., in Communications.

There are reorganization problems in the Business Office. JCAC is looking very closely at senior staff job descriptions. FSA Executive has directed employees to conform to their job descriptions.

Classification dispute in the LRC has apparently been resolved.

Agreements

Committee has dealt with an excluded position in Business Office and it being assigned union work.

Scott lauded Bob Smith for doing an exceptional job in a difficult time.

Faculty Vice-President

It was moved and passed that the union not be involved in drafting a policy on Employment of Relatives.

Policy on Sexual Harassment will be dealt with by a committee of unclear composition. John Waters of CIEA suggested collective agreement procedures be used with access to grievance and use of legal council.

Staff Vice-President

Staff lunch meetings will be held December 10 in Abbotsford and December 11 in Chilliwack to discuss: survey results about talking to representatives of other unions, vote on CIEA dues, Barry Moore's issues meeting, JCAC, new shop stewards.

President

George McGuire was questioned about Executive members speaking at General Meetings, need to make it clear whether person speaks for the Executive. Executive meetings should be held before a General Meeting to clarify Executive's position.

George and Barry Moore will meet about cooperation proposal.

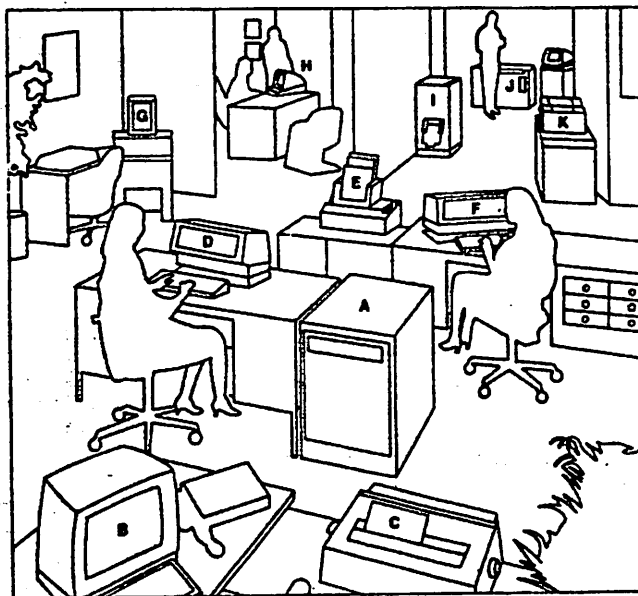
Small group meetings will be held next semester.

Maureen McNie and Gloria Wolfson are on the Food Services Committee.

Executive will meet all day on December 15 about the dual nature of the FSA, proxy voting at General Meetings, Constitution changes, salary negotiations, grievances, release time and replacement costs for Executive members, need for dues hike at AGM, FSA bank accounts, conduct of Executive meetings.

Next regular Executive Meeting is January 14.

IT'S HER FACTORY



- A. Refrigerator full of 1500 Freeze Dried Burritos
- B. Sony Trinitron, tuned to "General Hospital"
- C. Clothes wringer with starched shorts passing through
- D. Periscope connected to top of building—for weather forecasting purposes
- E. 45rpm record holder
- F. Periscope to Executive restroom
- G. Empty box
- H. Wall
- I. Garbage Compactor
- J. Reclining refrigerator
- K. Box of square tomatoes compliments of "the company"

Current Disputes

based in part on Current Disputes, published by B.C. Federation of Labour.

Happily, the IWA strike has been settled with the contracting out issue at least put on hold until 1988. The IWA's fight against contracting out is important to all unions. Some unions are now threatened with volunteer agencies contracting their services to replace unionized workers.

CUPE has also settled its contract with the cities of Penticton, Kelowna, Revelstoke, Keremeos, Oliver, Osoyoos, Summerland, Salmon Arm, Princeton, Logan Lake, and Regional Districts of Columbia/Shuswap, Thompson/Nicola; again, contracting out was a major issue.

As of this typing, a tentative agreement has been reached at the Gainers' plants in Alberta. However, there is no settlement in B.C. yet.

Other settlements:

CANADIAN FARMWORKERS UNION and Hoss Farms, Langley

HEALTH SCIENCES ASSOCIATION and Health Labour Relations Association

Among the HOT EDICTS are:

Hyundai-Kerkoff on behalf of B.C. and Yukon Territories Building and Construction Trades Council;

GAINERS (Alberta and B.C.): all meat products bearing inspection code 18B, brand name SWIFT;

Royal Canadian Legion Branches #4 Chilliwack, #15 Abbotsford, #265 Aldergrove;

PUROLATOR COURIER B.C. (issues are wages, benefits, and union shop).

There are BOYCOTTS on:

GAINERS;

CHILEAN GOODS - look for label on grapes, peaches, plums, pears, raisins, nectarines, lobster, onions, wine;

LETTUCE: Donny, Red Coach, Big Fred, SAS, Big A, Bobby & Andrews;

PROCTOR & GAMBLE - soap products and detergents;

CALIFORNIA TABLE GRAPES;

CONTINENTAL AIRLINES.

There is also a request not to purchase or handle:

any goods originating in South Africa;

SNO BOY fresh fruit and vegetables;

STAND BY canned goods;

SUNSHINE packaged goods.

Health and Safety

from December 1985 BYTE:

William Butler and Kelley Ann Brix, University of Michigan, in a study funded by the March of Dimes, say that pregnant women who work at VDTs less than 20 hours per week do not appear to be at higher-than-normal risk of having a miscarriage but that more study is needed to determine if women who work more than 20 hours a week run higher risks.

Of 697 pregnancies among women working 1 to 20 hours per week, there were 145 miscarriages, about as many as normally expected. Of 120 pregnancies among women working more than 20 hours per week, there were 26 miscarriages, about four more than expected.

The U.S. National Institute for Occupational Safety and Health is conducting a study of full-time VDT workers.

from The Public Employee, Fall 1985

CUPE member Margaret Lewis has won an appeal of a B.C. Workers Compensation Board decision not to award her medical costs arising from an on-the-job eye injury. Lewis had begun to see white objects with a pinkish tinge because of long hours spent viewing a video display terminal. CUPE rep Doris Hanson, with the help of the national health and safety department, convinced an appeal board that the injury did come under WCB jurisdiction.

from The Leader, November 1985, published by CUPE

Workers will only enjoy their work and maintain a high level of productivity if they are given some say over the way their work as well as their equipment is designed, CUPE health and safety officer Janet Bertinason told a recent conference on ergonomics at the University of Waterloo.

She told the conference, sponsored by the Ontario Federation of Labour, that ergonomics (the relationship between workers and their working environment) should not be limited to designing better chairs, VDTs or lighting systems.

"We ought to ask ourselves when we talk about design: Does our work give us satisfaction, or does it give us headaches, backaches, or stomach aches? And do we suffer these physical

aches and pains because our workplaces are not only badly designed but because they are not managed in ways that satisfy workers' psychological needs?"

There are many adjustments that could be made in most plants and offices, in addition to physical changes, that would make jobs more satisfying, said Bertinuson.

They include giving workers some say in how their work is structured, giving them more rest breaks, slowing down assembly lines or production quotas, and cutting down on shift-work.

"Unless the workplace is democratically reorganized so that the people who do the work have some input into how their services are utilized, the problems of low morale, absenteeism, and other symptoms of insensitive management will continue - and probably, with the introduction of new technology, will get even worse."



A Little Labour History

Below is the last entry from the Vancouver Centennial Labour History Calendar. It would nice to publish work by some of our well-versed members on labour and economic history and on current economic and labour situations.

1980-85: During the first half of the 1980s, working people had to fight to retain negotiated benefits and legislated protections as well as continue the struggle for world peace. The economy in the early 1980s was in a depression that rivaled the 1930s. In July, 1983, the recently re-elected provincial government introduced 27 pieces of legislation that attacked many core human rights, labour, education, and social programmes. The creation of Solidarity, which coordinated the opposition of unions and community groups, was one of the responses to this government assault on basic rights and legal protections. The escalating series of public sector strikes under the Solidarity banner stopped just short of a general strike. Public school and college employees went on strike. A Solidarity rally attracted 50,000 protesters.

Over 100,000 citizens participated in the 1983 Peace March.

- from Centennial Labour History Calendar